LOCALS EAST AND WEST
bring in new units

A second tax-preparation service, another health insurance agency, and an oil distributing company are among new units organized by New York Local 153 in pre-Christmas drives led by Business Representative Ron Kremsen and Organizing Director Jerry Justewitz.

Local 153 was recognized as bargaining agent for 60 employees of United Tax Service, Inc. This is the second tax group organized by the OPEIU, the first being the nationwide Systematic Tax, Inc., granted a charter as Local 1404 (natural) some months ago.

Local 153 chalked up an overwhelming victory in a National Labor Relations Board election to gain representation of 40 employees at Mid-Manhattan Health Insurance Plan. The vote was 26 to 10.

The 14,000-member local scored another 2-to-1 victory among office employees at Gifford's Oil, a Manhattan fuel distributing company. The new unit is estimated to have a potential of 200 members.

On the West Coast, Portland's Local 11 won a unit of 15 office employees at Equitable Life Insurance Company in a balloted election led by Secretary-Treasurer Walter A. Engberg.

In Vancouver, B.C., Local 15 reports that four new bargaining units, including two credit unions, have been organized. One is a 15-member office staff at Standard Brands, Inc. and another the Canadian Credit Men's Association. The credit unions are the Ladysmith & District Credit Union and the C.R.E. & S. Credit Union.

In Tacoma, Local 23 reports that a small office employee unit was won in an NLRB election at J. Hober Co., of Tumwater, Washington.

Bank unit scores in first pact

Employees of Springfield Bank & Trust Company won a 35-hour work week, wage gains totaling some $2,500 per individual, and a three-week holiday bonus for 1970 in a first contract negotiated by Local 411 in Springfield, Louisiana.

Vice-President Frank E. Morton, who negotiated the initial pact covering bank employees in the state, says it calls for a union shop; check-off of union dues; office-wide seniority for promotions and vacations, and overtime for work in excess of 35 hours.

A new vacation schedule calls for two weeks after one year (was seven days) and three weeks after eight years. Employees also gain an extra paid holiday which floats in the first year but will be the employee's birthday in the second. The pact provides 12 days sick leave annually, cumulative to 35 days, compared with 10 days (non-cumulative) prior to the contract.

Other gains are funeral and maternity leaves, grievance procedures and arbitration, and a technological clause guaranteeing that no employee will lose his or her job in the event of automation. The two-year contract expires November 16, 1972.

Executive Board actions

Bank organizing hailed, convention plans set

The nationwide bank organizing campaign, the mid-week Educational Conference schedule and final plans for the 1971 OPEIU Convention, were discussed by the Executive Board at its meeting in Miami Beach.

The convention will be held June 7-11 at the Hotel Deauville in Miami Beach, Florida. The board decided that the traditional joint convention will be held on Sunday, June 6, the day before the convention, and that Canadian delegates will hold their own conference concurrently with that of the American delegates.

It discussed bringing committee members to Miami Beach for two days prior to the convention so they can act on various resolutions for presentation to the full body. It was decided that this will allow more time for study and discussion.

Unable to reach agreement on the amounts to be proposed for increases in per-capita tax and strike funds contributions, the Board deferred action on these matters until a meeting again before the convention.

The Canadian Labour Congress White Collar Report was brought to the board's attention. It resolved that the OPEIU should be represented at all future meetings of the White Collar Committee and directed President Howard Coughlin to communicate with CLC President Donald MacDonald, outlining the OPEIU's objections to this committee's report.

After studying results of the bank organizing campaign to date, the board found items "exceptionally successful," and concluded that organizing in the banking field offers a prime area of growth in the 1970's.

It also found that the new mid-week Educational Conference schedule has proved highly popular, resulting in heavier attendance, with a greater amount of work accomplished. The Board agreed to make the schedule permanent.

It accepted with thanks and appreciation for her 25 years of service with the OPEIU the resignation of Sarah Keenan as Vice-President, and elected International Vice-President Billie Adams to succeed her on the Board for Region VIII.

It approved for merger of Local 59, in Osikok, with Local 5, in Milwaukee, Wis., and acting on various appeals by Locals 13, 29 and 376.

Coughlin advised the Board that he had received information from AFL-CIO President George Meany that an AFL-CIO 1964 resolution which prevented OPEIU members from striking trade union employers in contract disputes has been rescinded.

New unit in Detroit gets 13.4% increase

A 13.4% wage boost, improved vacations and other fringe benefits were secured in an initial contract negotiated by Local 10 in Detroit for its new unit of office employees at Service Steel Company, President-Business Manager Thelma O'Dell reports.

The agreement was reached with the help of federal and state mediators. It calls for a union shop, payment for unused sick leave, and numerous adjustments in job classifications valued at $60 per hour.

Office employees will now receive two weeks vacation after one year; three after eight, and four after 20 years. The employer also agreed to pay $5 per week per employee into Local 10's Pension Plan and to continue all benefits of the previous plan.

Another Local 10 three-year contract covering office employees at McKesson & Robbins in Detroit, won across-the-board wage gains totaling $1,456, plus job evaluation raises of 64.7 per hour for Discount Clerk and 86 per hour for keypunch operators.

The first-year increase is 40¢ per hour, with 15¢ additional in each of the following two years. Improved vacations call for three weeks after 10 years and four after 20.

Other gains were $1.50 supper money for those working nights and holidays, and improved shift differentials ranging from 10¢ per hour for the noon shift to 25¢ for the midnight shift.

Emily Burns mourned

Emily Burns, a member of Kansas City Local 320, died recently after a long illness. She served as an officer of her Local Union and was an International Vice-President from 1957 to 1959.
Press tells of frayed white collars

It has become a heartbreaking story, repeated in hundreds of communities across the nation and retold in a thousand publications. It concerns the plight of some 120,000 aerospace professionals—engineers, chemists, scientists, insurance and securities salesmen and even college professors—now hit by unemployment.

*Life* Magazine reports from Seattle a city suffering "the blight of real depression"—that Boeing has fired $1,700 employees and will fire more in the weeks ahead.

"Twelve thousand engineers and administrators, men with university degrees who earned between $10,000 and $25,000 and were never jobless in their lives, are among the casualties at Boeing," *Life* said.

The *Wall Street Journal* related this case history from Los Angeles: "Clare A. Dallas, 59, has two engineering degrees and 25 years experience in the aerospace business. He helped design the Apollo command and service modules for North American Rockwell and earned $20,000 a year. Now he drives a Yellow Cab and considers himself damned fortunate.

Turn eastward and you find the *New Haven Journal-Courier* worried about such citizens as those: "Until a few months ago Sam Thompson, a Harvard Business School graduate, was an $18,500-a-year executive with a major insurance company. "Everything was going beautifully when suddenly, in May, together with 150 other employees, I was handed my dismissal notice with the mail," he recalled recently from his place in line at the unemployment office.

The *Washington Post* looked at wealthy Montgomery County and found: "The percentage of Montgomery jobless coming from technical, managerial and professional circles rose from 29% in February to 43% in June and has remained at about the same level since."

The *New York Times* reported in detail on scientists, engineers and technicians enlisted to the U.S. with high-paying aerospace jobs, now reduced to England, Austria, Germany, Norway and Sweden although they had adopted the U.S. at home.

Faculty cutbacks form at many universities as financial problems worsen. Columbia University orders its 70 deans to cut back their faculties by 10% for 1971-72. New York University, paying a 5% reduction. At Harvard, the faculty of arts and sciences swells under a similar curtailment. Hiring levels are off at Purdue, Grinnell and Nebraska Wesleyan University for 1971-72 cutbacks.

"These schools waited until the New Year. Fresno State College recently refused to retire 12 nonpermanent professors. In Berkeley, the University of California leaves open 208 vacancies created by attrition. One result: Heavy work for existing professors. Boston College has clamped a lid on new hires."

Probably never before have engineers, scientists and highly-trained professionals comprised such a large percentage of the nation's jobless and those trying to live on $65-a-week unemployment benefits.

The hundreds of thousands of scientists, engineers and other professionals left stranded by the burst of the space bubble or the precipitous cutback of government appropriations are those the Americans who today urgently need the benefits of white-collar unemployment and collective bargaining.

They are the highly-skilled jobless who need employment in stable industries in and nearby diversified national research programs in air and water pollution, for instance, that offer a secure future.

*The White Collar* January, 1971

Rules for retirement

At a recent dinner honoring Henry Kaltun, Business Manager of District 15 of the International Association of Machinists, on the occasion of his retirement, the following letter was read. We found it so fitting and humane as original that we felt it should be published.

*Dear Henry*,

Earlier this year when you visited us at our home in Florida I thought I detected a twinge of ulcers in your voice, and a haunted look in your eyes when during our discussion you suddenly realized that you were standing on the threshold of a new and unknown world. I knew the same feeling when I had chosen the same path into the unknown and felt the clammy hand of uncertainty clutching my heart.

Since you have retired these many years, I feel that my experience in this beautiful new world will be beneficial and helpful to you. Prior to retirement I read and heard a great deal about the perils of retirement. It was told and retold that when a man retires he becomes bored, listless and just withers away. After five years of retirement I have reached a definite conclusion that this is of course not true.

Retirement is a wonderful new world, and God Bless the lazy bum that discovered a method of gaining paid for doing nothing. In my opinion his unknown hero should be crowned and saluted because he discovered something greater than the invention of the wheel. Retirement lies herefore! When I look back over the past years I can hardly understand when I got the time to go work.

Henry, to enjoy retirement to its fullest extent you must have rules to help regulate your new and wonderful life with some degree of orderliness. I am operating under several rules that I have found very effective. And, moreover, if experience, I pass them on to you: to give you a happy start:

1. Get up bright and early . . . every afternoon.
2. Throw away your alarm clock, and keep your calendar in a conspicuous place so that you will know the day your pension clock arrives.
3. Have a couple of snacks before each meal.
4. Have a nap or two, and a nip or two before going to bed.
5. Provide for an emergency by keeping a spare TV set in readiness at all times.
6. In the event that there is some work to be done in the house or garden, make a survey of the work, give it careful study, and then make a note to do it some further study at some more leisure.
7. Never do anything that you can do tomorrow, and tomorrow—forget it.
8. Exercise is very important, but must not be overdone. A daily walk to the mailbox to see if the pension clock has arrived...

Over many years I was inspired by the following slogan, "Let your hours of work be from dawn till midnight. Work hard and relentlessly and your reward will be great." When I retired I found it out and replaced it with, "Work hard and make me put it all day"

If we abide by these rules I am sure that we will break the land mark, and put a big dent in the Machinists Pension Fund. So, with best wishes for a happy and successful future.

Fraternally

November 6, 1970

Joseph A. Long
$7,930 over 39 months won for freight units

Wage gains totaling $7,930 per individual were won for office employees of Pacific Intermountain Express (P.I.E.) and Consolidated Freightways in a 39-month contract negotiated by Local 31 in Salt Lake City, Utah, Regional Director John Kimmek reports.

Salary gains will amount to $1,875 per month and $5,670 per year and are retroactive to May 1, 1970, and by a further $695 per month ($41 minimum) next May 1 has been reached between Abitibi Paper Company, Ltd., and seven OPEIU Locals in Canada. The pact covers some 400 office employees at the company’s various locations.

The pact establishes on next May 1 a $501 per month minimum wage base for clerk-typist and $606 for senior stenographer. It will set a $940 top office rate on that date, with the average wage estimated at $740. Other gains are four weeks’ vacation after one year, maternity leave clause, and additional sick leave.

Cathryn Mackey, Local 112, loses long battle for life

We regret to announce the death of Cathryn Mackey, of Poughkeepsie, N.Y., the 29-year old member of Local 112 whose kidney transplant operation two years ago aroused nationwide attention. (White Collar, Nov. 1968).

Born with only one kidney which finally failed, Cathryn was kept alive by a hemodialysis machine until a transplant operation was performed, using a kidney donated by her sister. Her medical expenses exceeded $20,000 before she was able to work again.

But then she had to use crutches to return to her job as a planning clerk at the DeLocal Separation Company, which provided a special parking spot for her convenience. Her employer joined her friends, fellow workers, and OPEIU members in the community in raising a special fund to defray her medical costs.

For 12 years a loyal and devoted member of Local 112, Cathryn kept on insisting that she should pay her dues, which the union waived. We express the deep sympathy of OPEIU members everywhere to her family in their bereavement.

Seven-local paper pact benefits 400 in Canada

A two-year agreement boosting wage scales by $43 per month retroactive to May 1, 1970, and by a further 65½% ($41 minimum) next May 1 has been reached between Abitibi Paper Company, Ltd., and seven OPEIU Locals in Canada. The pact covers some 400 office employees at the company’s various locations.

The pact establishes on next May 1 a $501 per month minimum wage base for clerk-typist and $606 for senior stenographer. It will set a $940 top office rate on that date, with the average wage estimated at $740. Other gains are four weeks’ vacation after one year, maternity leave clause, and additional sick leave.

The OPEIU Local 2 did not settle with a joint OPEIU negotiating team, which included Mike Rogozynski, Carl CAILO, and Rene Gaudet, also representing Local 151; Dave Hargis and ED Beaupre, representing Local 214; Sam J. Ste. Marie; Norman Menard and Lionel Courneye, in Canada.

NLRB certifies Local 2 for 238-member unit

NLRB Regional Director John A. Penello has certified Local 2 as the official bargaining unit at Group Health Association, Inc., at the National Labor Relations Board in Washington, D.C.

Penello ruled that the committee’s charges, as a whole, were without merit; dismissed all objections, and then certified Local 2 as the bargaining representative.
NLRB finds for Local 320 in insurance firm case

NLRB Trial Examiner George L. Powell recommends that the NLRB, in its initial year of certification for Local 320, in Kansas City, Mo., starts to bargain collectively with the company. Local 320 was certified on April 11, 1969, to represent all field claim adjusters in a Kansas City office after an NLRB election. Four days later the OPEIU business executive from the company for bargaining purposes, but received it after six weeks. Contract negotiations began on July 14, 1969.

During negotiations, the company informed the union that it planned to resume an annual review of employee performance and salary increases based on merit. At the same time, it announced that the minimum salary for new hires would be raised to $7,500 annually if the union would not file discrimination charges, putting the union in a "difficult position.

Negotiations continued, but the company repeatedly rejected union proposals and presented counter-proposals that were unsatisfactory. At the last meeting on January 5, 1970, OPEIU representatives asked company officials for a list of union proposals they would agree to. The company would agree to only two of the eight proposals that had been accepted previously. The union then filed referral to bargain charges.

Powell finds that the company had no intention of reaching an agreement. Instead of continuing serious negotiations, the company demanded that the OPEIU agree to certain concessions, such as the company decision on welfare and pension benefits and weekend assignments. The examiner declared: "It patently designed and pursued a perversive intent to deny the employees the right to an effective collective voice in their economic destiny. It appears to me that what respondent really sought, behind the formal facade of the collective bargaining process, was the right to continue to operate its business quite as though a majority of the employees had not chosen to be represented by the exclusive bargaining agent."

Local 422 signs paper firm, Adds four jobs to unit

A 6% across-the-board wage boost, with a 19d hourly minimum, plus job adjustments in some grades ranging from 3d to 10d an hour, were gained in a one-year contract between Local 422 and Moad Corporation, paper manufacturer, covering the office employees at Chillicothe, Ohio.

Shift differentials were raised to 9d and 18c for the second and third shifts.

New clauses cover establishment of four permanent day jobs in the Data Processing Department and recall of laid-off employees as vacation relief.

The union negotiating team was headed by Local 422 President J. B. Hayes, Jr., and included Robert R. Bruce,GO, James Hughes, John W. Smith, and Simon W. Duncan. They were assisted by International Representative Wade McCool.

Local 139 1st pact cuts hours, ups wages $1,000

An average 14$ weekly wage boost, retroactive to November 1, is to be followed within three months by another $6 raise, with a further 7% across-the-board boost set for November 1, 1971. The weekly pay was cut to 371/2 hours from 40.

The new Pension Plan took effect January 1. Two more paid holidays were added, Christmas Eve and the employee's birthday. A unique clause provides cash payments at year-end for all unused sick leave accumulated beyond 12 days, with the same rule applying if an employee is terminated.

The contract was negotiated by Local 139 Business Representative Anna Stone, assisted by Regional Director John B. Kuenick. Local 139 now plans to organize other labor attorney offices in San Diego.

The pact also provides three weeks vacation after three years, plus one additional day per year thereafter. Business Representative Bill Swanson reports.

Credit Union pact

A $100-a-month minimum salary increase for a 34-hour workweek is provided in a first agreement by Local 15, Vancouver, B.C., for its new unit of office employees at Ladysmith & District Credit Union, at Ladysmith, B.C.

The pact also provides three weeks vacation after three years, plus one additional day per year thereafter. Business Representative Bill Swanson reports.

Canadian Price Index

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Photo Correction: Top photo at right shows Canadian delegates at Northeast Educational Conference handing out leaflets to New York City bank employees. It was supposed to be on page 3 of December issue but the photo below erroneously appeared instead. Below photo shows the signing of the recent pact between the OPEIU and NABET (National Association of Broadcast Employees & Technicians) in Toronto. Standing are Olaf O Management, Shirley Lynch, Washington, D.C., and International Vice-President, all of OPEIU; Tom O'Sullivan, NABET International President, and NABET Vice-President Jean Remey of Region 6.